

SENATE BILL 3773

By Haynes

AN ACT to amend Tennessee Code Annotated, Title 4,  
Chapter 21, Part 4, relative to the "Healthy  
Families Act".

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 4, Chapter 21, Part 4, is amended by adding a new section thereto, as follows:

Section 4-21-409.

(a) This act shall be known and may be cited as the "Healthy Families Act".

(b) The provisions of this act shall apply only to private employers who employ twenty-five (25) or more employees for twenty (20) or more weeks in a calendar year. Such employers shall provide at least seven (7) days of paid sick and vacation leave annually for employees who work more than thirty (30) hours a week. Employees who work not less than twenty (20) nor more than thirty (30) hours a week shall receive at least four (4) days of paid sick and vacation leave annually. Employees who not less than one thousand (1,000) nor more than one thousand five hundred (1,500) hours annually shall receive at least two (2) days of paid sick and vacation leave annually. Nothing in this act shall be construed as prohibiting such employers from granting additional paid sick and vacation leave.

(c) Paid sick and vacation leave shall be approved by the employer in advance of taking such leave, unless there is a bona fide emergency or health condition which prevents the employee from giving notice in advance.

(d) Paid sick and vacation leave may be used to address the employee's own medical needs or the medical needs of the employee's immediate family. For the purposes of this act, immediate family shall mean an employee's spouse, children, stepchildren, parents, siblings, grandparents, grandchildren, stepparents, foster parents, or parents-in-law.

SECTION 2. This act shall take effect upon becoming a law, the public welfare requiring it.